

**Statement of Expenditures as at August 31, 2015
(66.66%)**

Legal Fees	87.02%	This account was used to cover the costs of the HR consultant's fees for the harassment complaint
Overtime	53.07%	Members using leave from banked overtime causes numbers to remain low as Finance Department credits this account with the dollar value attributed to the banked time taken either as time off or as pay. There has been an increase in the number of members who choose to bank time than take it in pay.
EI CPP	100.29% 100.10%	These will be high due to the payout of the retroactive pay. Will level off towards the end of the year.
Uniform Cleaning Allowance	96.70%	Drycleaning allowance is paid in full to the Police Association at the beginning of the year and administered by the Association. Will be reduced as recoveries for the seconded units are applied throughout the year.
WCB Assessments	103.73%	WCB assessments are also front-end loaded, like CPP & EI. New rate for 2015 is 31% of both Operational & Administrative salaries.
Clothing & Uniforms	20.58%	Small amount of uniform kit & clothing purchased so far this year. Large order placed in August, not yet received.
Repairs & Supplies	39.93%	Several items within this account are budgeted in the event we need them, but are not always required.
Replacement-Small Equipment	31.74%	None of the \$2,000 contingency in this account has yet been required.
Training	19.49%	A few courses scheduled early in the year have been cancelled by the JIBC. Further training will take place in the latter part of the year.
Building Expenses	40.59%	Although the electricity account has exceeded budget amounts (108.48%), the bottom line in this account is below budget targets.
Repairs & Insurance – car #72	172.92%	Wages & benefits for the conversion of new car #72 cause this figure to currently run high. Only \$2,000 was carried forward to 2015 from excess 2014 budget for conversion costs.
Repairs & Insurance-car #74	28.98%	Original budget figure of \$19,000 for this account was to cover conversion fees for the new vehicle. Decision has been made to replace one of the other vehicles in the fleet, journal entry pending to transfer the funds.
Community Program	7.12%	Two members and two reserves will be attending the BC Crime Prevention Symposium in late September. Volunteer recognition dinner will be held in October. Crime Stoppers share has not yet been paid.
MYST Total	1230.28%	Invoices have been sent out to the other area police agencies to recover their shares. Conferences are over budget due to unplanned courses & conferences.

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Budget :

Account No.	Description	Year To Date	Committed	Budget	Variance	% Used
POLICE DEPARTMENT						
EXPENSES						
POLICE						
21100 POLICE BOARD						
10-2-21100-5900	SUNDRY-POLICE BOARD	5,719.18	0.00	12,000.00	6,280.82	47.66
21100 POLICE BOARD		5,719.18	0.00	12,000.00	6,280.82	47.66
21200 ADMINISTRATION						
10-2-21200-1101	SALARIES FULL TIME-POL ADM	328,735.03	0.00	446,030.00	117,294.97	73.70
10-2-21200-1201	BENEFITS FULL TIME-POL ADV	22,697.71	0.00	29,190.00	6,492.29	77.76
10-2-21200-2001	LEGAL FEES-POL ADMIN	8,702.29	0.00	10,000.00	1,297.71	87.02
10-2-21200-2003	CONSULTING - POLICE ADMIN.	0.00	0.00	12,500.00	12,500.00	
10-2-21200-2100	CAR ALLOW'CE/TRAVEL-POL A	33.19	0.00	400.00	366.81	8.30
10-2-21200-2101	CONFERENCES/MEETINGS-PO	10,627.74	0.00	22,990.00	12,362.26	46.23
10-2-21200-3300	OFFICE SUPPLIES-POL ADMIN	6,071.10	0.33	10,700.00	4,628.57	56.74
10-2-21200-5900	SUNDRY-POL ADMIN	1,988.36	0.37	9,251.00	7,262.27	21.50
10-2-21200-9999	RECOVERIES-POL ADMIN	-11,381.10	0.00	-20,000.00	-8,618.90	56.91
21200 ADMINISTRATION		367,474.32	0.70	521,061.00	153,585.98	70.52
21300 PROTECTIVE SERVICES						
10-2-21300-1101	SALARIES FULL TIME-PROTEC'	1,864,900.36	0.00	2,585,645.00	720,744.64	72.13
10-2-21300-1103	OVERTIME-PROTECTIVE	43,833.06	0.20	99,776.00	55,942.74	43.93
10-2-21300-1106	OVERTIME - STAT HOLIDAYS - I	26,073.89	0.00	67,724.00	41,650.11	38.50
10-2-21300-1107	OVERTIME - RECOVERABLE - F	4,072.47	0.00	0.00	-4,072.47	
10-2-21300-1201	BENEFITS FULL TIME-PROTEC'	0.00	0.00	0.00	0.00	
10-2-21300-1906	E.I.-PROECTIVE	30,318.23	0.00	30,500.00	181.77	99.40
10-2-21300-1907	C.P.P.-PROTECTIVE	62,006.25	0.00	62,500.00	493.75	99.21
10-2-21300-1908	SUPERANNUATION-PROTECTI'	374,098.51	0.00	486,500.00	112,401.49	76.90
10-2-21300-1909	GROUP INSURANCE-PROTECT	2,978.56	0.00	5,000.00	2,021.44	59.57
10-2-21300-1931	DENTAL POLICE-PROTECTIVE	25,239.84	0.00	40,500.00	15,260.16	62.32
10-2-21300-1934	UNIFORM CLEAN ALLCE-PROT	8,759.06	0.00	9,080.00	320.94	96.47
10-2-21300-1935	W.C.B. ASSESSMENTS-PROTEI	39,080.15	0.00	38,000.00	-1,080.15	102.84
10-2-21300-1936	W.C.B. REIMBURSEMENTS-PRI	-292.91	0.00	0.00	292.91	
10-2-21300-1939	POLICE EHB -PROTECTIVE	21,126.95	0.00	34,100.00	12,973.05	61.96
10-2-21300-3500	RADIO-PROTECTIVE	20,958.48	1.00	46,500.00	25,540.52	45.07
10-2-21300-3700	CLOTHING,UNIFORMS ETC.-PR	5,042.86	0.70	36,790.00	31,746.44	13.71
10-2-21300-3800	TELEPHONE-PROTECTIVE	17,758.48	4.00	28,960.00	11,197.52	61.33
10-2-21300-4200	REPAIRS & SUPPLIES-PROTEC	14,599.69	34.21	36,650.00	22,016.10	39.93
10-2-21300-4500	COMPUTER-PROTECTIVE	27,566.75	0.50	39,013.00	11,445.75	70.66
10-2-21300-4602	REPL SMALL EQUIPMENT - PRI	936.25	0.00	2,950.00	2,013.75	31.74
10-2-21300-5901	CONTRACT - SAANICH GEN. SE	127,103.12	1.00	190,655.00	63,550.88	66.67
10-2-21300-5907	SUNDRY CONTRACTS-PROTEC	92,215.36	0.50	145,250.00	53,034.14	63.49
10-2-21300-6001	RESERVE FOR RETIREMENT-P	0.00	0.00	13,000.00	13,000.00	
10-2-21300-6650	IT SERVICES-PROTECTIVE	3,611.25	0.50	4,825.00	1,213.25	74.85
10-2-21300-8800	CAPITAL REPLACEMENT-PROT	20,000.00	0.00	20,000.00	0.00	100.00
10-2-21300-8815	OLD MAJOR CRIMES RESERVE	0.00	0.00	20,000.00	20,000.00	
10-2-21300-9999	RECOVERIES	-87,189.65	0.00	-202,848.00	-115,658.35	42.98
21300 PROTECTIVE SERVICES		2,744,797.01	42.61	3,841,070.00	1,096,230.38	71.46
21500 TRAINING						
10-2-21500-5904	TRAINING EXPENSES	4,950.23	0.20	25,400.00	20,449.57	19.49

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Budget : BUDGET VALUES

Account No.	Description	Year To Date	Committed	Budget	Variance	% Used
POLICE DEPARTMENT						
	21500 TRAINING	4,950.23	0.20	25,400.00	20,449.57	19.49
21600 BLDG EXPENSES						
10-2-21600-1102	WAGES HRLY FULL TIME-BLDG	274.34	0.00	2,233.00	1,958.66	12.29
10-2-21600-1202	BENEFITS HRLY FULL TIME-BLI	150.89	0.00	1,228.00	1,077.11	12.29
10-2-21600-3900	ELECTRICITY-BLDG EXP	6,942.36	0.10	6,400.00	-542.46	108.48
10-2-21600-4000	WATER-BLDG EXP	346.36	0.00	1,297.00	950.64	26.70
10-2-21600-4100	NATURAL GAS-BLDG EXP	375.28	0.33	1,578.00	1,202.39	23.80
10-2-21600-4200	REPAIRS & SUPPLIES-BLDG E)	2,515.78	1.50	14,000.00	11,482.72	17.98
10-2-21600-5600	CUSTODIAL SUPPLIES-BLDG E	2,394.41	2.00	5,000.00	2,603.59	47.93
10-2-21600-5601	JANITOR SERVICES-BLDG EXP	6,251.70	0.50	15,698.00	9,445.80	39.83
	21600 BLDG EXPENSES	19,251.12	4.43	47,434.00	28,178.45	40.59
21730 SUNDRY AUTO EXPENSES						
10-2-21730-4200	REPAIRS & SUPPLIES-SUNDRY	1,182.08	0.09	0.00	-1,182.17	
10-2-21730-4201	GAS & OIL FOR EQUIP'T-SUNDI	0.00	0.00	150.00	150.00	
10-2-21730-4202	EQUIP'T PARTS SUPPLIES-SUN	0.00	0.00	2,700.00	2,700.00	
10-2-21730-4700	INSURANCE	-64.00	0.00	0.00	64.00	
	21730 SUNDRY AUTO EXPENSES	1,118.08	0.09	2,850.00	1,731.83	39.23
21731 AUTO EQUIPMENT # 71						
10-2-21731-1102	WAGES HRLY FULL TIME-AUTC	587.99	0.00	0.00	-587.99	
10-2-21731-1202	BENEFITS HRLY FULL TIME-AU	323.39	0.00	0.00	-323.39	
10-2-21731-4200	REPAIRS & SUPPLIES-AUTO EC	2,205.42	0.09	0.00	-2,205.51	
10-2-21731-4201	GAS & OIL FOR EQUIP'T-AUTO	2,886.52	0.00	8,125.00	5,238.48	35.53
10-2-21731-4202	EQUIP'T PARTS SUPPLIES-AUT	0.00	0.00	4,501.00	4,501.00	
10-2-21731-4700	INSURANCE-AUTO EQUIP 71	1,232.00	0.00	0.00	-1,232.00	
	21731 AUTO EQUIPMENT # 71	7,235.32	0.09	12,626.00	5,390.59	57.31
21732 AUTO EQUIPMENT # 72						
10-2-21732-1102	WAGES HRLY FULL TIME-AUTC	5,727.40	0.00	0.00	-5,727.40	
10-2-21732-1202	BENEFITS HRLY FULL TIME-AU	3,150.07	0.00	0.00	-3,150.07	
10-2-21732-4200	REPAIRS & SUPPLIES-AUTO EC	3,074.75	450.09	0.00	-3,524.84	
10-2-21732-4201	GAS & OIL FOR EQUIP'T-AUTO	3,099.01	0.00	4,375.00	1,275.99	70.83
10-2-21732-4202	EQUIP'T PARTS SUPPLIES-AUT	0.00	0.00	5,533.00	5,533.00	
10-2-21732-4700	INSURANCE-AUTO EQUIP 72	1,632.00	0.00	0.00	-1,632.00	
	21732 AUTO EQUIPMENT # 72	16,683.23	450.09	9,908.00	-7,225.32	172.92
21733 AUTO EQUIPMENT # 73						
10-2-21733-1102	WAGES HRLY FULL TIME-AUTC	319.86	0.00	0.00	-319.86	
10-2-21733-1202	BENEFITS HRLY FULL TIME-AU	175.91	0.00	0.00	-175.91	
10-2-21733-4200	REPAIRS & SUPPLIES-AUTO EC	8.28	0.09	0.00	-8.37	
10-2-21733-4201	GAS & OIL FOR EQUIP'T-AUTO	324.42	0.00	1,250.00	925.58	25.95
10-2-21733-4202	EQUIP'T PARTS SUPPLIES-AUT	0.00	0.00	3,131.00	3,131.00	
10-2-21733-4700	INSURANCE-AUTO EQUIP 73	1,122.00	0.00	0.00	-1,122.00	
	21733 AUTO EQUIPMENT # 73	1,950.47	0.09	4,381.00	2,430.44	44.52
21734 AUTO EQUIPMENT # 74						
10-2-21734-1102	WAGES HRLY FULL TIME-AUTC	869.90	0.00	0.00	-869.90	

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POLICE DEPARTMENT						
10-2-21734-1202	BENEFITS HRLY FULL TIME-AU	478.42	0.00	0.00	-478.42	
10-2-21734-4200	REPAIRS & SUPPLIES-AUTO E	1,325.24	285.69	0.00	-1,610.93	
10-2-21734-4201	GAS & OIL FOR EQUIP'T-AUTO	3,656.87	0.00	8,125.00	4,468.13	45.01
10-2-21734-4202	EQUIP'T PARTS SUPPLIES-AUT	0.00	0.00	19,001.00	19,001.00	
10-2-21734-4700	INSURANCE-AUTO EQUIP 74	1,245.00	0.00	0.00	-1,245.00	
21734 AUTO EQUIPMENT # 74		7,575.43	285.69	27,126.00	19,264.88	28.98
21735 AUTO EQUIPMENT # 75						
10-2-21735-1102	WAGES HRLY FULL TIME-AUTC	802.04	0.00	0.00	-802.04	
10-2-21735-1202	BENEFITS HRLY FULL TIME-AU	441.12	0.00	0.00	-441.12	
10-2-21735-4200	REPAIRS & SUPPLIES-AUTO E	855.34	0.09	0.00	-855.43	
10-2-21735-4201	GAS & OIL FOR EQUIP'T-AUTO	2,987.91	0.00	8,125.00	5,137.09	36.77
10-2-21735-4202	EQUIP'T PARTS SUPPLIES	0.00	0.00	4,501.00	4,501.00	
10-2-21735-4700	INSURANCE-AUTO EQUIP 75	1,232.00	0.00	0.00	-1,232.00	
21735 AUTO EQUIPMENT # 75		6,318.41	0.09	12,626.00	6,307.50	50.04
21736 AUTO EXPENSE # 76						
10-2-21736-1102	WAGES HRLY FULL TIME-AUTC	502.78	0.00	0.00	-502.78	
10-2-21736-1202	BENEFITS HRLY FULL TIME-AU	276.52	0.00	0.00	-276.52	
10-2-21736-4200	REPAIRS & SUPPLIES-AUTO E)	280.71	0.09	0.00	-280.80	
10-2-21736-4201	GAS & OIL FOR EQUIPMT-AUTC	909.30	0.00	1,500.00	590.70	60.62
10-2-21736-4202	EQUIP'T PARTS SUPPLIES-AUT	0.00	0.00	2,479.00	2,479.00	
10-2-21736-4700	INSURANCE-AUTO EXP 76	1,065.00	0.00	0.00	-1,065.00	
21736 AUTO EXPENSE # 76		3,034.31	0.09	3,979.00	944.60	76.26
21739 AUTO EQUIPMENT # 79						
10-2-21739-1102	WAGES HRLY FULL TIME- AUTC	377.72	0.00	0.00	-377.72	
10-2-21739-1202	BENEFITS HRLY FULL TIM - AU	207.76	0.00	0.00	-207.76	
10-2-21739-4200	REPAIRS & SUPPLIES-AUTO E)	32.82	0.09	0.00	-32.91	
10-2-21739-4201	GAS & OIL FOR EQUIP'T-AUTO	251.23	0.00	1,250.00	998.77	20.10
10-2-21739-4202	EQUIP'T PARTS SUPPLIES-AUT	0.00	0.00	2,023.00	2,023.00	
10-2-21739-4700	INSURANCE-AUTO EXP 79	1,114.00	0.00	0.00	-1,114.00	
21739 AUTO EQUIPMENT # 79		1,983.53	0.09	3,273.00	1,289.38	60.61
21800 COMMUNITY PROGRAM						
10-2-21800-5900	SUNDRY-COMMUNITY PROGR/	1,502.51	0.00	21,104.00	19,601.49	7.12
21800 COMMUNITY PROGRAM		1,502.51	0.00	21,104.00	19,601.49	7.12
21850 MOBILE YOUTH SERVICES TEAM						
10-2-21850-1101	SALARIES FULL TIME - MYST	70,745.43	0.00	96,768.00	26,022.57	73.11
10-2-21850-1103	OVERTIME - MYST	0.00	0.00	1,000.00	1,000.00	
10-2-21850-1201	BENEFITS FULL TIME - MYST	15,743.10	0.00	24,740.00	8,996.90	63.63
10-2-21850-2101	CONFERENCES - MYST	1,780.30	0.00	1,500.00	-280.30	118.69
10-2-21850-3700	CLOTHING - MYST	3,063.52	0.00	1,070.00	-1,993.52	286.31
10-2-21850-3800	TELEPHONE - MYST	591.79	0.00	1,000.00	408.21	59.18
10-2-21850-4201	GAS & OIL FOR EQUIP'T - MYS	737.96	0.00	3,500.00	2,762.04	21.08
10-2-21850-4250	U CAN DO IT PROGRAM - MYS	173.66	0.00	0.00	-173.66	
10-2-21850-5900	SUNDRY - MYST	-11.11	0.00	350.00	361.11	
10-2-21850-8800	CAPITAL REPLACEMENT - MYS	0.00	0.00	5,000.00	5,000.00	
10-2-21850-9999	RECOVERIES - MYST	0.00	0.00	-127,383.00	-127,383.00	

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Budget : BUDGET VALUES

Account No.	Description	Year To Date	Committed	Budget	Variance	% Used
POLICE DEPARTMENT						
	21850 MOBILE YOUTH SERVICES TE	92,824.65	0.00	7,545.00	-85,279.65	1230.28
	21900 OTHER EXPENSES					
10-2-21900-5706	DOMESTIC VIOLENCE UNIT	0.00	0.00	22,328.00	22,328.00	
10-2-21900-5900	SUNDRY-OTHER EXPENSES	0.00	0.00	2,400.00	2,400.00	
10-2-21900-5901	CROWD MANAGEMENT UNIT-C	0.00	0.00	3,183.00	3,183.00	
10-2-21900-5903	EMERGENCY RESPONSE TM-C	0.00	0.00	31,379.00	31,379.00	
10-2-21900-5914	MOBILE CRISIS RESPONSE TE	0.00	0.00	14,430.00	14,430.00	
10-2-21900-5919	UNDERCOVER POLICING UNIT	0.00	0.00	5,160.00	5,160.00	
	21900 OTHER EXPENSES	0.00	0.00	78,880.00	78,880.00	0.00
	POLICE DEPARTMENT	3,282,417.80	784.26	4,631,263.00	1,348,060.94	70.89

**OAK BAY POLICE DEPARTMENT
MONTHLY OVERTIME REPORT
Month of: June, 2015**

Overtime	Overtime worked	Year to Date	Previous Year to Date
Investigation	10	54	57.75
Court	32	54	52
Sick Relief	68.25	448.25	426.5
WCB Relief	-	30	39.5
Shift Coverage	4	58	166.5
Special Duty	-	-	-
Training	-	47.5	32.5
Meetings *	5	78	98
Total	119.25	769.75	872.75
Hours Banked	64.5	326	363.75
OT Owing	1,023	1,023	815.5

* New line item as of April, 2014. This category was created to capture banked overtime earned for attending various meetings. YTD total for April updated to include January-April total, although monthly amounts not provided on reports for January-March.

OT Hours Paid	Current \$ Amt	Year to Date \$ Amount	Previous Year to Date \$ Amount
54.75	\$4,576.20	\$43,720.55	\$43,466.70

**OAK BAY POLICE DEPARTMENT
MONTHLY OVERTIME REPORT
Month of: July, 2015**

Overtime	Overtime worked	Year to Date	Previous Year to Date
Investigation	2.25	56.25	65.25
Court	-	54	52
Sick Relief	81.5	529.75	518
WCB Relief	-	30	39.5
Shift Coverage	15	73	173.5
Special Duty *	7	7	6
Training	-	47.5	32.5
Meetings	4	82	104
Total	109.75	879.5	990.75
Hours Banked	17.25	343.25	384.75
OT Owing	996	996	793

* Special Duty on Canada Day with VicPD – not recoverable

OT Hours Paid	Current \$ Amt	Year to Date \$ Amount	Previous Year to Date \$ Amount
94.5	\$8,425.13	\$52,145.68	\$52,504.75

**OAK BAY POLICE DEPARTMENT
MONTHLY OVERTIME REPORT
Month of: August, 2015**

Overtime	Overtime worked	Year to Date	Previous Year to Date
Investigation	19.75	76	69.75
Court	24	78	60
Sick Relief	70	599.75	575
WCB Relief	--	30	39.5
Shift Coverage	1	74	175.5
Special Duty	-	7	6
Training	9	56.5	32.5
Meetings	8.5	90.5	111.5
Total	132.25	1,011.75	1,069.75
Hours Banked	34	377.25	410.75
OT Owing	949	949	853

OT Hours Paid	Current \$ Amt	Year to Date \$ Amount	Previous Year to Date \$ Amount
98.25	\$10,158.12	\$62,303.80	\$56,805.96



OAK BAY POLICE DEPARTMENT MEMORANDUM

DATE: 2015-08-27
TO: Oak Bay Police Board
FROM: Chief Constable Brinton
RE: Chief's Monthly Update – June/July/August

Alexa's Team Awards

The Alexa Team awards for Vancouver Island based police officers was held at Glenlyon Norfolk School. The awards are in the name of a little girl who was killed by an impaired driver. Police officers who met certain a certain number of impaired driving related investigations are recognized by being named to the team each year. Oak Bay's Cst. Mike Klein-Beekman was recognized again this year. It was great to see in excess of 50 police officers there. This was an opportunity to say thank you with photo opportunities and media coverage.

PARTY Program Appreciation Lunch

The Vancouver Island Health Authority held and appreciation lunch for police officers, school staff, and other volunteers who delivered the PARTY Program this year. This is an initiative where Grade 10 students are taken to a mock alcohol related motor vehicle accident through to the hospital emergency ward. OBPD and Oak Bay High School took part in the program this year.

Club House Fundraiser

The Mom's Like Us group held a fundraiser at the University Club at UVIC to raise funds and awareness to assist with bringing a Clubhouse to Victoria to assist people with mental health seek ongoing support and re-enter the job market. All area police chiefs attended.

Willows School Victorian Tea

Willows Elementary hosted a community tea. I attended along with other municipal leaders to show our support for the students of the school.

Oak Bay Tea Party

I took part in the annual summer events by leading the parade on the Saturday and the opening ceremony. OBPD had a presence throughout the weekend as reported in Deputy Chief Kent Thom's report last month. It was a well run event with no significant issues.

Police Services Police Communications Centre Review

Former police Chief Jamie Graham has been contracted by the province to conduct a review of police dispatch centres in BC with a view towards Police Services deciding on future service delivery. I met with Jamie to provide OBPD input on the matter.

Oak Bay News Afternoon Tea

The Oak Bay News hosted a community tea. I attended to show our support. It was a great chance to circulate among a number of community members including seniors who were in attendance.

Military Police Anniversary Dinner

This year is the 75th anniversary of the Canadian Military Police. I attended a dinner held at HMCS Esquimalt to show support for the local contingent.

Meeting of CRD Police Boards

Area chiefs were invited to attend the final portion of this meeting as the governance of integrated units were discussed.

CRD Law Enforcement Torch Run

My wife and I attended this event to support the area's athletes who are destined for the Special Olympics this year. It was a great event involving a 5 km run with the athletes.

BC Association of Chiefs of Police Conference

I attended this spring's conference in Kelowna. A number of committee reports were discussed as well as presentations on relevant points. Police Services were present and provided an overview of some upcoming policy and legislation changes.

Greater Victoria Emergency Response Team

Area chiefs met with the Joint Management Team and leadership for an update on the team, new leadership personnel and future plans.

Victoria Pride Parade

All area chiefs attended the Pride Parade to show support for the community. Overall there was an increased number of police officers in attendance. It was very well received by the public and organizers. The Greater Victoria Police Diversity Advisory Committee played a major role in organizing the police involvement.

Oak Bay Night Market

I attended this event in uniform to show our support and raise the profile of the department. Our members maintain a presence at each market which seems to be appreciated by the organizers and the public.

Committee of the Whole Meeting

I attended this municipal council meeting as the Annual Report was presented and reviewed. There were some good questions from the public and having the managers there allowed council to respond to these inquiries at the time.

Crown Police Liaison Meeting

I attended this meeting in Victoria along with the other municipal police departments. Mainland participants joined by way of video. The meeting is chaired by Joyce DeWitt-Van Oosten, the Assistant Deputy Attorney General. Several key matters were discussed in particular some new requirements by Crown around disclosure.

Canadian Association of Chiefs of Police Conference

I attended the annual CACP conference held in Quebec City. The conference was hosted by the Quebec City Police Department this year with the theme: *Radicalization: Prevent, Act, Restore*. In addition to discussions around Radicalization there were presentations on Social Media Propaganda, Workplace Mental Health, Building Resiliency, Cyber Crime, and National Security. This provided an opportunity to gain insight on the activities of the National Police Services (NPS) as these programs provide a service to provincial and municipal police forces.

Andy BRINTON
Chief Constable

Quarterly Report – June 2015

Oak Bay Police Department

2013–2017 Strategic Plan

Strategic Direction #1 Reduce Crime and Enhance Public Safety: Elder Crime Prevention

Initiative	Action	Status
<p>1.1.1 Crime Prevention Presentations For Seniors</p>	<p>BCAA Elder Driving Initiative</p> <p>Reach out to ‘hidden’ seniors</p> <p>Scooter Safety Rodeo</p> <p>Participation in the World Elder Abuse Awareness Day</p> <p>Presentation to Seniors on personal Safety</p>	<p>Program development is still underway for the driving related initiative.</p> <p>We are currently establishing a working plan and with the Oak Bay Volunteer group to include a safety column in their monthly newsletter that gets wide distribution. Also in discussions with the local private care homes for a regular presentations.</p> <p>The scooter rodeo will be postponed until next year due to other pressures.</p> <p>We presented at the World Elder Abuse Awareness day. It was Very successful with lots of positive feedback. Two presentations given in one day to different audiences. Will likely occur again next year.</p> <p>Personal safety presentations are usually on a request bases but we hope to include them in presentations at the care homes.</p>

1.1.2 In Service Elder Abuse Awareness Training For Police Officers	Sessions to local police agencies on Elder Abuse awareness	There has been no sessions held this quarter.
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Strategic Direction #1 Reduce Crime and Enhance Public Safety: Traffic Safety and Enforcement

Initiative	Action	Status
1.2.1 Speed Watch Program	<p>The Oak Bay Police Department Reserve Program to conduct Speed Watch sessions.</p> <p>Develop a community based Speed Watch Program</p> <p>The Community Liaison Officer to partner with the District of Oak Bay and facilitate 6 deployments of the fixed Speed Reader Board</p>	<p>The CLO met with the engineering dept. in March to plan for the deployment of the speed reader board.</p> <p>Development of a community based program is underway through the Police Reserves</p> <p>There have been deployments of the speed reader board based on traffic complaints in an effort to assess the actual traffic patterns.</p>
1.2.2 Active Transportation to Schools	<p>The School Liaison Officer to coordinate the department’s involvement in a series of school bicycle events such as bike rodeos and bike trains.</p> <p>To promote School Cross Walk programs.</p> <p>To take part in the annual Oak Bay Bike Festival.</p>	<p>February 2015 we took part in an appreciation lunch for the students involved in the Willows School crossing guard program.</p> <p>Bike rodeos were held at Willows Elementary and Glenlyon Norfolk schools.</p> <p>The school cross walk programs are ongoing at all schools and the department supports them by way of presence in the school zones before and after school.</p> <p>The Oak Bay Bike Festival will take place later in the 2015/2016 school year.</p>

Strategic Direction #1 Reduce Crime and Enhance Public Safety: Youth Crime Prevention

Initiative	Action	Status
1.3.1 Delivery of WITS and LEADS programs to elementary students	To take steps to introduce these programs in the 2015/2016 school year.	<p>We are currently working with the Monterey Middle School to hold LEADS for the 2015/2016 school year.</p> <p>The WITS program was delivered to Willows Elementary School in April 2015.</p> <p>St. Michael's private school indicates they have their own programs. The SRO has asked to be included in their planned sessions.</p>
1.3.2 Delivery of PARTY (Prevent Alcohol and Risk Related Trauma In Youth) program to Grade 10 students	Deliver this program in the 2015/2016 school year	<p>The PARTY program to be held in the Fall.</p> <p>February 2015 there were 8 drug awareness presentations made to the grade 9 students at Oak Bay High.</p>
1.3.3 Participate In Greater Victoria Police Camp	Identify if there will be a Police Camp in the area in 2015.	There have been no plans for a 2015 Police Camp in 2015. It is felt it is too big of a project for Oak Bay to organize on behalf of the area's police departments.

Strategic Direction #1 Reduce Crime and Enhance Public Safety – Police Visibility

Initiative	Action	Status
1.4.1 Police Post and High Visibility Policing	For the 2 nd quarter of 2015: Police Post: 78 hours Bike Patrols: 124.5 hours Foot Patrols: 224.5 hours Marine Patrols: 63 hours Static Traffic Enforcement: 150 hours	Ongoing
1.4.2 Mountain Bike Training	To seek out a Police Bike Training Course in 2015.	Saanich PD is planning on a training session the Fall of 2015. OBPD has reserved 2 spots.
1.4.3 Police-Student Sporting Event	To identify a youth bases sporting event Oak Bay PD members can take part in.	Our intention is to hold an event in the beginning of the 2015/2016 school year in the Fall. The planning is currently underway.

Strategic Direction #2 Integration – Leveraging Area Expertise and Sharing Resources

Initiative	Action	Status
2.1.0 Formalize partnership with Saanich Police in the Vancouver Island Integrated Major Crime Unit	The MOU has been signed and we are now a full partner in the Vancouver Island Integrated Major Crime Unit as of April 29, 2013.	Completed on 2013-04-29
2.2.0 Explore short term secondment opportunities	Seek out opportunities in 2015	To date we have had one member involved in a matter that cannot be discussed in this report.
2.3.0 Ensure all members have current Crisis Intervention and De Escalation training	CID Training was provided to members by Sergeant Smith in January 2013. The 3 year update due for the end of 2015.	Completed in January 2013.
2.4.0 Annual training by Integrated Mobile Crisis Unit	For 2015 we will explore if the Integrated Mobile Crisis Unit has any updated material to provide or look for another source of training in the area of mental health response.	One member received training from IMCRT and is now one of three OBPD members qualified her to provide relief for IMCRT when they have a temporary vacancy. One member attended the Missing and Exploited Children conference.

Strategic Direction #3 Community Engagement

Initiative	Action	Status
3.1.0 Building Replacement discussion	To continue the building replacement process through the District of Oak Bay Strategic Plan Priority on Infrastructure	Ongoing The District of Oak Bay is currently seeking a contractor to complete a district wide building review of which the police building will be included. There as a decision a the municipal level to take an integrated approach to assessing all buildings.
3.2.0 Publish column in local newspaper	The Community Liaison Officer to meet with the current editor of the Oak Bay News to discuss a format for submitting articles for publication. In service training sessions for all Sergeant and Acting Sergeants on Media interviews and releases	January 27, 2015 Interview with the Oak Bay News on a Robbery Prevention Program. We are working with the new management of the local paper towards this goal. The in-service training is being developed.
3.3.0 Publish overview page on municipal website to inform public of integrated policing involvement	A description of the Integrated Policing Units within the Capital Regional District is currently on the website. To update with the 2015 numbers.	Not completed yet. We did update the website with new Police Information Check procedures and are now posting the Strategic Plan Quarterly updates.
3.4.0 Publish guide on department website to inform the public about calling 911 and general dispatch	Civilian employee has developed the presentation and distributed it to the municipal Emergency Preparedness Co-coordinator. Added to our website in February 2014. This was presented at the 2013 Block Watch appreciation dinner. The municipal Emergency Preparedness Co-coordinator was present as well.	Completed February 2014

3.5.0 School Liaison Officer will meet with the school based Parent Advisory Committees	The School Liaison Officer will continue with the PAC meeting for the 2014/2015 school year.	There was one PAC meeting attended this quarter at the Monterey Middle School.
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Strategic Direction #4 Developing Our Employees

Initiative	Action	Status
4.1.0 Develop formal recruitment process	The new recruitment policy has been approved, distributed to the membership, and added to our policy manual.	Completed Date: October 25, 2013
4.2.0 Develop Employee Assistance Program	<p>One member attended Peer Support Training on September 20-22, 2014.</p> <p>A second member is planned for the training in October 2014.</p> <p>Policy around the EAP was added to our policy manual on February 26, 2014. We now have two trained peer support officers.</p>	Completed Date: February 26, 2014.

<p>4.3.0 Develop integrated training opportunities with other agencies</p>	<p>To seek out training opportunities in 2015 and deliver training at Oak Bay Police Dept. musters.</p>	<p>March 2015 a series of Bank of Canada counterfeit presentations were made to the platoons.</p> <p>February 2015 the Restorative Justice Victoria presented to the platoons as the new service provider for OBPD.</p> <p>March 2015 The new Crimestoppers program representatives presented to the platoons.</p> <p>All Platoons participated in firearms and use of force qualification and training with SPD.</p> <p>Five members attended the CACP sponsored Leadership Conference in Vancouver.</p> <p>Two civilian staff completed the Exel Level 1 and Level 2 courses.</p> <p>One supervisor completed a media course</p> <p>Two members attended the Counter Terrorism Information Officer training at CFB Esquimalt.</p> <p>One civilian staff attended a Car Seat Symposium and is the OBPD SME on the topic.</p>
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4.4.0 Develop in-house training sessions for Reserve Constables	The Support Services Sergeant to deliver training to the department's Reserve Constables and seek out training opportunities with the neighboring agencies.	This is ongoing as we transition to the new Support Services Sgt. in spring 2015. There is currently a recruiting process underway to add to the Reserve Cst. numbers which will lead to training sessions with Saanich PD..
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Oak Bay Police Department Community Services Monthly Log

Member:

Cst. Eric Payne
School Liaison Officer

Month of:

June-August 2015

Program	Dates	Comments
WITS PARTY SBT PAC		Periodic WITS visits continue at GNS and WILLOWS W alk Away I gnore T alk it out S eek Help P revent A lcohol and risk R elated T rauma in Y outh S chool B ased T eam P arent A dvisory C ouncil
School/Parent Concerns		
School Visits		
Oak Bay High	June 02 June 02 June 04 June 09 June 09 June 10 June 23 July-August	SBT meeting Foot patrol of school and surroundings PARTY Program wrap up at VGH SBT Team year end wrap up Foot patrol of school and surroundings Foot patrol of school and surroundings Meet with school regarding next years activities Through the months of July and August, there were numerous attendances at Oak Bay High dealing with a donated bike, phone complaints from parents, arranging for a car to be donated to the school and ten tours given to OBPD staff for familiarization of the new school layout. At the end of August work was started on the school safety plan with Vice Principal Johnson.
Monterey Middle	June 01 June 11 June 19 July-August	Drug lecture preparation and four lectures to grade 8 students Discuss plans for police involvement in 2015-16 with Principal Andrews Assist two students dealing with cyber bullying. Attend on vacation for serious bullying file. 2 hours.

Oak Bay Police Department Community Services Monthly Log

Member:

**Cst. Eric Payne
School Liaison Officer**

Month of:

June-August 2015

Willows Elem.	June 04	Traffic enforcement
	June 05	Traffic enforcement
	June 09	Traffic enforcement
	June 10	Traffic enforcement
	June 11	Meeting to discuss police involvement in 2015-16
	June 19	Traffic enforcement
	June 22	Traffic enforcement
	June 23	Traffic enforcement
	June 25	Traffic enforcement
GNS Elem	June 02	Traffic enforcement
	June 04	Traffic enforcement
	June 05	Traffic enforcement
	June 05	Bike rodeo with all grade 5 students
	June 16	Traffic enforcement
St. Mike's Elem.	June 01	Traffic enforcement Victoria at Beaverbrooke
	July-August	Work with Municipal Engineers to make a new parking plan for Victoria Avenue to reduce parking pressure on Beaverbrooke
Meetings/COURT	June, July and August	Numerous meetings at area schools to wrap up current school year and plan for next year
Police Files	3 months	30 files
SHIFTS FOR PATROL	Month	5 full shifts

Oak Bay Police Department Community Services Monthly Log

Member:

Cst. Eric Payne
School Liaison Officer

Month of:

June-August 2015

OTHER DUTIES		
Foot patrols	15 x Oak Bay Village	
Fingerprints	X 10	
Training	3 day JIBC Conflict in the Workplace	
Court	3 days	
Market	Shift adjusted to assist with setup of all 4 public markets	
Fun	St Christopher's Montessori School raffle. Drive child to school. See below!	





Oak Bay Police Department
High Visibility Policing
Quarterly Report
April – June, 2015

Prepared by:
Deputy Chief Kent Thom

An examination of the monthly bulk files for the three month period of April 1 to June 30, 2015 reveals that there were 640 hours spent conducting a variety of High Visibility Policing initiatives. A summary of each of these initiatives is provided below:

Bike Patrols: During this reporting period, there were 124.5 hours of bike patrols documented. Areas patrolled include Oak Bay Village, Monterey School, Oak Bay High School, Oak Bay Rec Centre, Willows Beach, Chinese Cemetery area and the Estevan business district. Property checks were also conducted while on bike patrol. Verbal warnings were given to two cyclists riding without front lights and a lost visitor was assisted in locating the residence where he was staying. The annual bike train from Allenby Park to Willows School took place during this period, with four members involved on bike and great attendance by students and parents.

Foot Patrols: Patrols of foot paths, sidewalks and alleyways were conducted throughout the municipality for a total of 224.5 hours. A significant amount of time was spent on Oak Bay Avenue and the Oak Bay Marina. Other areas such as the Rec Centre, Estevan Village, Oak Bay Beach Hotel and Estevan Village were also documented.

Traffic Enforcement: There were 150 hours of documented Traffic Enforcement during this period. While written and verbal warnings were given in the majority of situations, numerous violation tickets were also issued, primarily for speeding infractions. Other offences included distracted driving (cell phone), no insurance and a take auto without consent. Several driving suspensions were also handed out as a result of roadside screening for alcohol impairment. School zones, playground zones, residential areas and higher traffic areas such as Beach Drive, Cedar Hill X Rd and Foul Bay Road were periodically monitored during traffic enforcement initiatives.

Police Posts: During this reporting period a total of 78 hours were documented at the various police posts, the majority being set up on Oak Bay Avenue and the Estevan Village area.

Marine Patrol/Marine Watch: There were 63 hours of marine patrols. Included in this number were many hours spent at the Oak Bay Marina and Royal Victoria Yacht Club checking boats at the dock and looking for insecure valuables. Time was also spent with RCMP Cpl. Larry Jacobs, patrolling the waters off of the Oak Bay shoreline.

Hours Dedicated to High Visibility Policing Initiatives

April 1 – June 30, 2015

Person-Hour Totals	April	May	June	TOTAL
Foot	56.5	76	92	224.5
Police Post	14.5	27	36.5	78
Marine Patrols	9	21	33	63
Bike Patrols	16.5	63	45	124.5
Static Traffic	65.5	42	42.5	150
TOTAL	162	229	249	640

TRAINING & CONFERENCES

January – June, 2015

Jan 13-15	Thompson	Coaching & Mentoring – JIBC, Victoria
Feb 5	Smith, Martin, Hull	BC Municipal Undercover workshop – Saanich PD
Feb (various)	A, C, D Platoons	Muster presentation – Restorative Justice Victoria
Feb 19	Hull, Martin, Gibbs	Child Pornography Investigations/Online Exploitation Presentation - ICE Unit
Feb (various)	B, C, D Platoons	Muster presentation – Community Corrections
Feb 23-27	Lueder	Search & Seizure – JIBC, Victoria
Mar (various)	All Platoons	Muster presentation – Bank of Canada, counterfeiting
Mar (various)	All Platoons	Muster presentation - Crimestoppers
Mar 6	Anthony	Emergency Response & Recovery Training (Crisis Communications)
Mar 11	B Platoon	Firearms & Use of Force qualification
Mar 14-16	Anthony	Level I Fire Investigators course - OBFD
Mar 25	A Platoon	Firearms & Use of Force qualification
Mar 26 & 29	Sheri Lucas	Integrated Mobile Crisis Response Team (IMCRT)
Apr 8	D Platoon	Firearms & Use of Force qualification
Apr 8-9	Sheri Lucas	Alco-Sensor FST Operator Instructor Course
Apr 12-14	Chanin, Martin, Anthony, Brinton, Hull	Police Leadership Conference - Vancouver
Apr 22	C Platoon	Firearms & Use of Force qualification
Apr 30-May 1	Chief Brinton	BCAPB Conference, Whistler
May 5 & 7	Sherman	Excel Level I, Camosun College
May 12,14,19	Lang	Excel Level II, Camosun College
May 11-14	Gibbs	Missing & Exploited Children Conference, Winnipeg
June 12	Smith	Media course
June 16-18	Anthony, Dalep	Counter Terrorism Information Officer training, CFB Esquimalt
June 18-19	Fyfe	Car Seat Symposium – JIBC, Burnaby



R. A. DOWNIE
CHIEF CONSTABLE

SAANICH POLICE

Keeping Saanich safe since 1906

RECEIVED

SEP - 4 2015

OAK BAY POLICE

August 12, 2015

To Whom It May Concern,

The enclosed cheque is reimbursement of your agency's share of the 2014 Regional Crime Unit budget surplus. The attached document explains how the refund was calculated for distribution to the partner agencies. If you have any questions with regard to this, please do not hesitate to contact me at 250-475-4321, extension 1514, or, lcruz@saanichpolice.ca.

Thank you,

Laurie Cruz
Manager of Executive Services

Encls.

**2014 REGIONAL CRIME UNIT
BUDGET SURPLUS DISTRIBUTION**

2014 surplus:			277,456.29
Department	Strength	% share	Refund
Oak Bay	23	9.7%	27,040.23
Saanich	152	64.4%	178,700.66
Sooke	11	4.7%	12,932.28
West Shore*	50	21.2%	58,783.11
	236	100%	277,456.29

* West Shore allocation:			
Colwood		28.0%	16,459.27
Langford		50.0%	29,391.56
View Royal		22.0%	12,932.28
			58,783.11

BCAPB Resolution #2013-5 - To Develop and Implement Single Purpose Legislation to Allow Access to Personal Information of Missing Persons – a “Missing Persons Act”

WHEREAS the records and information left behind by missing persons can be invaluable in locating the missing persona and/or determine what happened to them;

AND WHEREAS speedy access to personal information of missing persons is necessary to save lives and provide answers to families in turmoil due to missing loved ones. Access to this information should occur without unduly infringing on the privacy rights of the missing person;

AND WHEREAS provincial legislation in other provinces, such as the “Missing Persons Act” of Alberta enacted in September of 2012, currently provides a means to effectively conduct missing person investigations while balancing privacy interests;

AND WHEREAS one of the recommendations of “The Report of the Missing Women Commission of Inquiry” was for the Provincial Government to adopt and enact single purpose legislation for missing persons;

THEREFORE BE IT RESOLVED that the British Columbia Association of Police Boards urges the Provincial Government to develop and enact single purpose legislation for missing persons in British Columbia in compliance with the recommendations of “The Report of the Missing Women Commission of Inquiry”.

MAJORITY IN FAVOUR

CARRIED
April 20, 2013



**VICTORIA AND ESQUIMALT
POLICE BOARD**

850 Caledonia Ave
Victoria, British Columbia
Canada V8T 5J8

Mayor Barbara Desjardins
Lead Co-Chair
Victoria and Esquimalt
Police Board

Mayor Lisa Helps
Deputy Co-Chair
Victoria and Esquimalt
Police Board

June 16, 2015

Mayor Richard Atwell
Mayor Nils Jensen
Mayor Ryan Windsor

Dear Police Board Chairs,

Re: Meeting of Municipal Police Boards in the CRD

On behalf of the Victoria and Esquimalt Police Board, we would like to thank you for your participation, and the participation of your boards, at the meeting of municipal police boards last Friday.

It was a pleasure to see so many police board members attend the meeting to discuss governance of the integrated teams in the region. The collective input gathered at the meeting was a great first step in developing a framework for regional governance of the teams.

We will look forward to hearing back from the newly formed working group on their recommendations at our next meeting of police boards to be set for some time in December.

Sincerely,

Mayor Barbara Desjardins, Lead Co-Chair

Mayor Lisa Helps, Deputy Co-Chair

2014 Crime Severity Index

Each year Statistics Canada provides the Crime Severity Index numbers for communities within Canada with a population of 10,000 or more.

The Oak Bay Crime Severity Index:

	2013	2014
Total Crime Severity Index and Ranking	30.97 279/304	26.46 279/303
Violent Crime Severity Index and Ranking	13.97 299/304	17.57 287/303
Non Violent Crime Severity Index and Ranking	37.09 252/304	29.63 274/303

Other CRD

	2014 Total Crime Severity Index and Ranking
Central Saanich	30.96 269/303
Colwood	31.16 268/303
Langford	61.88 130/303
North Saanich	28.32 275/303
Saanich	41.07 226/303
Sidney	35.96 247/303
Sooke	74.68 91/303
Victoria	115.1 28/303

Oak Bay had a decrease in the Total Crime Severity Index bringing it to the lowest in the CRD. There was an increase in Violent Crime likely brought on by 2 corner store robberies in late 2014. With relatively low numbers it does not take many incidents to change the ratings.

The 2014 Oak Bay Clearance Rate was 24.5, which represents a 14% increase.

A. Brinton
Chief Constable
Oak Bay PD



**VICTORIA AND ESQUIMALT
POLICE BOARD**
850 Caledonia Ave
Victoria, British Columbia
Canada V8T 5J8

August 4, 2015

Mayor Nils Jensen
District of Oak Bay
Chair, Oak Bay Police Board
2167 Oak Bay Avenue
Victoria BC V8R 1G2

CONFIDENTIAL

Dear Mayor Jensen,

Over the past few years there has been a significant transition in leadership in our Municipal Police departments. In order to ensure our Senior Command team's compensation package is equitable with like departments, the Victoria and Esquimalt Police Board is undertaking a review of salaries and benefits of our Chief Constable and Deputy Chiefs. We therefore are asking if you would be willing to share the current salary and benefits of your Chief with me, as Lead Co-Chair of the Victoria and Esquimalt Police Board.

This information will remain confidential and only used to ensure we are aligned with the current ranges.

Please contact me for further discussion.

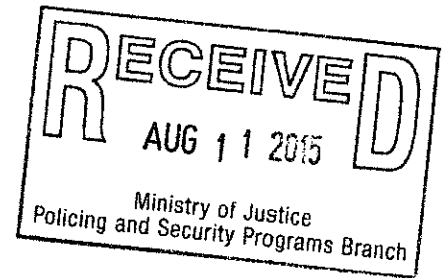
Sincerely,

Mayor Barbara Desjardins

Mayor Barbara Desjardins
Lead Co-Chair
Victoria and Esquimalt
Police Board

Mayor Lisa Helps
Deputy Co-Chair
Victoria and Esquimalt
Police Board

cc: Mayor Lisa Helps, City of Victoria/Co-Chair Victoria &
Esquimalt Police Board
Maureen Shaw, Chair HR Committee, Victoria & Esquimalt
Police Board



AUG 6 - 2015

Mr. Bill Reid
President
British Columbia Association
of Police Boards
PO Box 9285 Stn Prov Govt
Victoria BC V8W 9J7

Mr. Bill Reid:

Thank you for your correspondence of May 22, 2015, to advise of the British Columbia Association of Police Board's (BCAPB) support for Recommendation 2 made by the Special Committee to Review the Independent Investigations Office (IIO).

I understand this support is expressed by BCAPB membership's adoption of a resolution pertaining to the Chief Civilian Director (CCD) of the IIO having discretion to appoint investigators who were former police or law enforcement members in other jurisdictions or in British Columbia within the past five years.

Specifically, Recommendation 2 states:

In exceptional cases, the Chief Civilian Director have the discretion to appoint investigators who were former police or law enforcement members in other jurisdictions or in British Columbia within the past five years in order to provide special expertise to complete effective investigations, and that, in such exceptional cases, the Chief Civilian Director be required to notify the Ministry of Justice and provide a justification for the appointment.

The *Police Act* (s. 38.06) provides the CCD with authority to appoint a person who is a former member of a police force outside of British Columbia, within the past five years. Therefore, the Special Committee's recommendation would relax the "five year rule" that applies to British Columbia police officers only.

.../2

Mr. Bill Reid
Page 2

At this time, the ministry is undertaking a review to consider the Special Committee's report fully and assess all the recommendations. This review will include consultation with stakeholders; therefore, the feedback provided by the BCAPB is greatly appreciated and will be considered during the course of the review.

Thank you for your ongoing efforts to support public safety in British Columbia.

Yours very truly,

A handwritten signature in black ink, appearing to read "S Anton". The signature is fluid and cursive, with a large initial "S" and a stylized "Anton".

Suzanne Anton QC
Attorney General
Minister of Justice

#3.5 – Resolution #2015-2

Resolution #2015-2

Submitted by: BC Association of Police Boards Executive

Resolution: Independent Investigations Office – Supporting Recommendation #2 of the Special Legislative Committee’s Report

WHEREAS provisions of the *Police Act* preclude the hiring of former British Columbia police officers within five years of their service in the province;

AND WHEREAS former police or law enforcement members have special investigative expertise;

AND WHEREAS investigators from civilian backgrounds can benefit from the special investigative expertise that former police or law enforcement members can provide;

AND WHEREAS the Special Committee to Review the Independent Investigations Office has recommended that, in exceptional cases, the Chief Civilian Director have the discretion to appoint investigators who were former law enforcement members within the past five years;

THEREFORE BE IT RESOLVED THAT, British Columbia Association of Police Boards call on Government of British Columbia to amend the *Police Act* to grant the Chief Civilian Director the discretion, in exceptional cases, to appoint investigators who were former police or law enforcement members in other jurisdictions or in British Columbia within the past five years in order to provide special expertise to complete effective investigations, and that, in such exceptional cases, the Chief Civilian Director be required to notify the Ministry of Justice and provide a justification for the appointment.

Moved by P. Schmidt/SECONDED by P. Ryan,

THAT resolution #2015-2 be accepted as presented.

MAJORITY IN FAVOUR - CARRIED

ACTION: BCAPB to forward correspondence to the Minister of Justice supporting recommendation #2 of the Special Legislative Committee and respond to correspondence received from the Victoria Esquimalt Police Board advising of the same.

Background:

<http://www.leg.bc.ca/cmt/40thParl/session-4/iio/reports/PDF/Rpt-IIO-40-4-Report-2015-FEB-23.pdf>

Civilianization and Staffing by Former Police Officers

Civilianization is *“a noble goal, and I do think it's achievable, but I don't think you want to rush.”*
Robert Creasser, Mounted Police Professional Association of Canada, October 29, 2014
Presentation to the Committee.

The Committee was impressed by the IIO’s progress towards civilianization in its early years, noting the Chief Civilian Director’s presentation of evidence showing BC as a global leader in this area. The IIO’s advances in civilianization had depended on initial staffing by former police officers who could train and teach investigators from civilian backgrounds and build a legacy of investigative competence at the IIO. In this regard, the IIO had benefitted from authorities in

the *Police Act* which had enabled the office to address investigative gaps by going out and seeking expertise from former police officers.

Committee Members recognized the range of views expressed on civilianization during the public consultation process. While some individual testimony advocated complete civilianization as a priority, community stakeholders emphasized the need for continued gains in civilianization in order to support the organization's effectiveness, maintain its independence, and secure public confidence in the organization. This accorded with the position of Ministry of Justice officials that the IIO's immediate priority in its early years is the development of a competent investigative team, and complete civilianization remains a long-term goal.

Members acknowledged the insights of police stakeholders about the importance of specialized professional skills in building the IIO's investigative capacity, which may require the hiring of investigators with police backgrounds to address immediate investigative needs and to develop the capacity of investigators from civilian backgrounds. Submissions to the Committee supported the concerns identified by the Chief Civilian Director about *Police Act* provisions which preclude the hiring of former BC police officers within five years of their service in the province. Members were receptive to the proposal by the Police Complaint Commissioner, other police stakeholders, and the Chief Civilian Director that the IIO's investigative capacity would be strengthened by a relaxation of the five-year rule in circumstances requiring specific technical skills and experience, particularly in the early stages of the IIO's development. Members concurred that such a change would need to be implemented in a way that focuses such hiring on exceptional circumstances, and does not undermine the long-term objective of civilianization or the IIO's independence. The Chief Civilian Director's proposal to provide the Ministry of Justice with notification and a rationale for appointments of persons from police backgrounds would provide such assurance.

Committee Members concluded by supporting continued civilianization as a long-term objective for the IIO, noting that the organization has enough on its plate in getting established as a new office and ensuring competent professional investigations. Members agreed that, in exceptional cases, the IIO should have the ability to undertake staffing by former police members from other jurisdictions or BC, including former BC members who had served in the province within the past five years, in order to provide special investigative expertise, and, in such cases, the Ministry of Justice should be advised and provided with an explanation of the appointment.

The Committee therefore recommends that:

1. The provincial government support the continued civilianization of the Independent Investigations Office;
2. **In exceptional cases, the Chief Civilian Director have the discretion to appoint investigators who were former police or law enforcement members in other jurisdictions or in British Columbia within the past five years in order to provide**

special expertise to complete effective investigations, and that, in such exceptional cases, the Chief Civilian Director be required to notify the Ministry of Justice and provide a justification for the appointment.

Attachment: Victoria and Esquimalt Police Board correspondence of March 30, 2015

September 24, 2015

Good morning:

Background:

The BC Policing and Community Safety Plan meets the Premier's commitment to develop a long-term, strategic plan for policing. A copy of the Plan is available at the following site:
<http://www.pssg.gov.bc.ca/policeservices/shareddocs/BCPolicingPlan.pdf>

Action 4 of the Plan reads:

In support of community-based policing, the Ministry of Justice will ensure that British Columbia communities will have meaningful opportunities for significant input into local policing.

Issue:

I am conducting an environmental scan to see how Police Boards are providing opportunities in their communities to provide input into their policing.

Could you please email me with a description of how your community is providing input into their policing?

It would be nice if I could have your replies by the end of October.

If you have questions, please phone me at 250-356-7910.

Thanking you in advance,
Betty

Betty Graf

Senior Program Manager – Police Boards, Governance & First Nations

Ministry of Justice

Police Services Division, Policing and Security Branch

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